

## SECURE YOURSELF. SECURE YOUR COMMUNITY.

Leveraging retirement plans to secure BIPOC communities.



As members of the American Retirement Association, we are part of a larger mission that works toward a fair and accessible retirement system for all Americans. That means an inclusive system, in which all small businesses – regardless of demographics – can offer their owners and employees a means to plan and save for retirement.

Although financial priorities differ across cultures, having access to a workplace retirement plan increases an individual's ability to save for retirement. Unfortunately, studies show that employees of minority-owned small businesses are less likely to have access to those plans.

We'd like to change that.

For communities of color, retirement is often defined as the job you will do or the business you will own after retiring from your primary career. But the good news is you don't have to work forever! A retirement savings plan can help you and your employees achieve that dream, even with competing financial priorities.

The facts are clear.



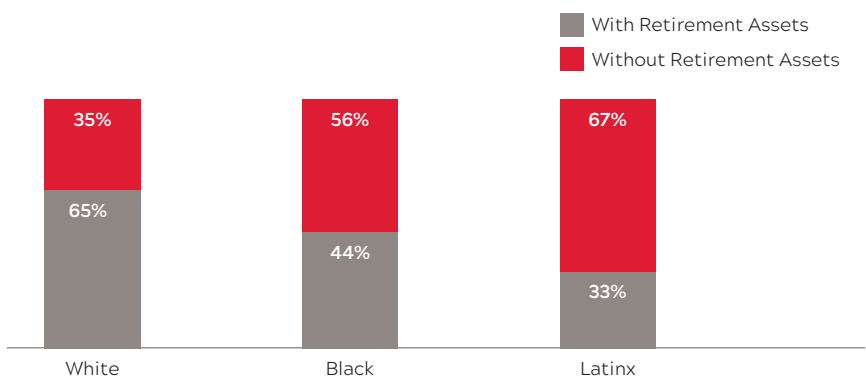
Source: Guardian Workplace Benefits Study - 5<sup>th</sup> Annual, October 2018.

Lack of access to a workplace retirement plan means working past retirement age. In other words: No retirement plan, no retirement.

Communities of color are not prepared for retirement. And they're not participating in a plan because of lack of access and competing financial priorities.

## A Large Majority of Black and Latino Working-Age Households Do Not Own Assets in a Retirement Account

Household retirement account ownership by race, 2019



Source: Monique Morrissey, Economic Policy Institute, *The State of American Retirement Savings*, December 2019, available at: <https://www.epi.org/publication/the-state-of-american-retirement-savings/>

## Black and Latinx families less likely to have access to retirement accounts



Source: Richard W. Johnson, Urban Institute Fellow, *How Can Policymakers Close the Racial Gap in Retirement Security?*, October 2020, available at: [https://www.urban.org/research/publication/how-can-policymakers-close-racial-gap-retirementsecurity/view/full\\_report](https://www.urban.org/research/publication/how-can-policymakers-close-racial-gap-retirementsecurity/view/full_report)

Offering a retirement savings plan in the workplace makes a difference for businesses, employees, and the communities they serve.

Business benefits of offering a retirement plan:

- Immediate tax savings
- Potential tax credits
- Attract talent
- Tax-efficient ways to retain and reward employees

Community benefits of offering a retirement plan

- Enhanced sense of company culture
- Increased morale
- Greater ability to focus at work
- Ability to help other members of the community without compromising your financial well being



## IT'S TIME TO ACT! AND I CAN HELP...

Contact  for more information about how retirement plans can strengthen your business and your community.



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